Minutes of the Hudson School District Deliberative Session
Hudson Community Center, 12 Lyons Avenue, Hudson, New Hampshire
February 8, 2025

1. OPENING

The Honorable Paul Inderbitzen, School Moderator, called the meeting to order at 9:07am.
Presentation of the flags by Alvirne High School by JrROTC Honor Guard
Pledge of Allegiance to the flag lead by School Board Member Gary Gasdia

2. REMARKS BY THE MODERATOR

Ladies and Gentlemen this is the Deliberative Session, the first session of the Hudson School District meeting. You will act as a legislative body for the purpose of determining the final form of the articles to be voted on at the March 11 election. All the articles by law must be placed on the ballot. The rules we will follow are the Moderator's rules which are in the handout that you picked up when you came in. If you have any questions about the rules if you are new to Deliberative Session please you can ask at anytime just call for a Point-of-Order or a question on what we are doing in following the rules. This body may also vote to establish rules any rules that they feel may be necessary. You may also rule to over rule any decision of the Moderator. And if you're new please review those rules.
As a legislature we will be discussing the Warrant Articles before us. Those discussions will be respectful of others opinions just as you would want yours to be respected. To keep personalities out of the debate use the term the previous speaker, the School Board member, the Budget Committee member. All questions, comments are directed through me the Moderator. There is no requirement that anyone asked a question must respond. If you are a registered voter of Hudson you would have been given a YELLOW VOTER CARD when you came in when you checked in, Don't lose it you won't get another one. After the meeting there's a box at the back on the table so you can recycle it.
Only registered voters of Hudson are allowed to participate in the discussion of the warrant. There are however some non-voters on the floor as well as some staff members of the school district and other department heads who will be allowed to speak to help us with the meeting and answer questions that may affect their area. Please turn off your phones and pages if anyone still uses one or put them on silent so as not to interrupt the discussion. We will take a break or so if we get lengthy. There are refreshments for sale by the Hudson Women's Club in the back. Also this meeting is being televised Live by Hudson Cable and will be available for viewing or steaming after today on HCTV. We really appreciate HCTV for all they do keeping the citizens of Hudson informed. All the meeting all their stuff on HCTV. I would like to remind everyone the Hudson Women's Club will be having a Candidates Night where you can meet the candidates on the 20th of February here at the Community Center. Be advised if you are a candidate and you have not responded to the Hudson Women's Club email they sent out please do so. It's a good chance to introduce yourself to the community. That will also be televised. At the end of this meeting both the Budget Committee and the School Board will have separate meetings to reconsider or consider their recommendations of warrant articles based on anything that happens at this meeting. With that let's move to the Warrant Articles.

3. NON VOTERS

Dr. Daniel Moulis, Superintendent
Jessica Benson, Assistant Superintendent
Rachael Borge, Director of Special Services
Mellisa VanSickle, Finance Director
Kevin Peterson, IT Director
John Pratt, Facilities Director
Diane Gorrow, School District Attorney

4. **INTRODUCTION OF THE MEMBERS OF THE SCHOOL BOARD -** by Chairperson Dionne
[refer to page 3]
Michael Campbell, Vice Chairman
Ethan Beals, Member
Gary Gasdia, Member

5. **INTRODUCTION OF THE MEMBERS OF THE BUDGET** - by Chairperson Lawrence
[refer to page 2]
Kim Rice, Vice Chairman
Donna Boucher, Member
Shawn Jasper, Member
Kevin Walsh, Clerk
Bob Wherry, Member
Randy Brownrigg, Member
Heidi Jacoby, Board of Selectman Liaison
Rich Weissgarber, Member (excused)

6. **RETURN OF THE WARRANT TO THE DISTRICT CLERK**
The School District Clerk, Diane Cannava, was in possession of the Warrant.

7. READING OF THE WARRANT AND ACTION OF THE MEETING:

Moderator Paul Inderbitzen:(reading Warrant Article #1 - with slide on screen)

WARRANT ARTICLE 1 Operating Budget
Shall the Hudson School District vote to raise and appropriate as an operating budget, not including appropriations by special warrant article and other appropriations voted separately, the amount set forth on the budget posted with the warrant or as amended by vote at the first session, for the purpose set forth therein, totaling $68,467,088? Should this article be defeated, the default budget shall be $68,864,328, which is the same as last year, with certain adjustments required by previous action by the Hudson School District or by law; or the governing body may hold one special meeting under RSA 40:13-X and XVI to take up the issue of a revised operating budget only.
Estimated tax rate impact: reduction of $.30 Not recommended by the School Board 5-0
Default tax impact: reduction of $.19 Recommended by the Budget Committee 8-1

Moderator: (continuing) **I will recognize the Chairman Mr. Lawrence of the Budget Committee to present Warrant Article #1**.

Chairman James Lawrence: Thank you Mr. Moderator. Before I introduce this Warrant Article I wanted **to introduce the members of the Budget Committee**. Before I start I would like to introduce members of the Budget Committee who have worked tiedlessly to help to present this budget you have before you today. *Kim Rice, Donna Boucher, Shawn Jasper, Kevin Walsh*, *Bob Wherry, Randy Brownrigg, Heidi Jacoby, Rich Weissgarber who is excused.*Warrant Article 1. The School Board was presented with a school budget by the superintendent, school principals and administrators. The Board reviewed each major item and made adjustment to those deemed essential for the upcoming year. [Slide] The Board voted to send to the Budget Committee the General Operating Fund of $69, 577, 219. The Board also approved a General Fund Operating Budget in the amount of $68,864,328. After careful consideration and review the Budget Committee is recommending a General Fund Operating Budget of $68,467,088 of

which the local Town appropriation is $48,479,932. This has an estimated tax impact of a 30-cent decrease if approved. That means a negative 30-cent increase per thousand. This is not recommended by the School Board. They voted zero to five. And it is recommended by the Budget Committee by a vote of nine to zero. Thank you.

Moderator: Thank you. **And I'll recognize School Board Chairman, Ms. Dionne,** and would you also **introduce the School Board.** I got off my agenda.

Chairman Maureen Dionne: Thank you all for joining this morning. Here in attendance is *Michael Campbell, Ethan Beals, Gary Gasdia. Also in attendance is Superintendent Moulis*, *Director of Special Services Rachel Borge, Assistant Superintendent Jessica Benson, and also our School District's attorney [Diane Garrow].* Thank you all. This slide is in relation to Warrant Article 1. This slide shows the difference between the Operating Budget and the Default Budget with the difference of the two being highlighted. Also included the preliminary estimated tax rate for both the Operating and Default Budgets. The preliminary estimated tax rate factors in any changes in revenue expected from the state or other local services as well as any fund balance from the current fiscal year that may be used to offset the tax rate. A few points I'd like to highlight regarding the overall Budget development process. The budget process begins with a significant amount of effort and input from all levels of resources within the school district. This includes teachers, principals, directors, department heads and folks at the SAU Administration, including the superintendent. Staff members contact vendors to obtain updated information on pricing for the next fiscal year when they're budgeting for supplies, fixtures and services. Administration looks at the availability of funding at both the state and federal levels. They take into account all legal requirements regarding services for students which need to be factored into the budget. The SAU then presents that budget to the School Board who reviews and makes updates as determined by the Board. The Administration and the School Board believe that the Budget you see here the Board's budget ensures that all student needs are met through a fiscally responsible budget. Next slide please. Along with the 2025 Budget this slide shows the initially presented Superintendent's budget, the School Board, the Default and the proposed Budget Committee budget. The initial budget proposed by the superintendent to the School Board was $70,825,419. The School Board made several changes at a series of meetings to that budget arriving at a total of $69, 577,219 which was higher than the currently proposed Default Budget of $68,864,328. The Default Budget is calculated based on the current year Operating Budget plus any contractual obligations the District has such as the increase for second year of contracts approved last year. This currently includes the paraprofessional and administrators contracts approved by the voters in March of 2024. The Default Budget also includes an increase related to Transportation and Special Education tultion costs minus any one-time expenditures. As you see here the Default Budget calculation. That calculation can be found on page 14 of the packet today. The process for the budget development as described on the last slide continued with the School Board's budget then being presented to the Budget Committee for consideration, The Budget Committee held their meetings from early December through January. And the Committee made changes and ultimately it is the Budget Committee's bottom line budget that appears on the Warrant on the Deliberative Session. Based on the work of the Budget Committee the budget you see here is $68,467,088. Next slide please. This slide highlights the tax rate Impact for both Hudson and other area districts. You can see here that the Hudson tax rate for 2025 is second from the bottom listed at $10.54. Next slide please. This slide highlights the cost per pupil which currently is $ 21,525 for the State's average for fiscal year 2024. The State's average for the fiscal year 2023 for reference was $20,323. The cost per pupil in Hudson is $18,577 in 2024 where it was $17,375 in 2023. This is significantly under the State's average as you can see. And lower in comparison to a number of other surrounding communities that are

also in this chart for reference. Next slide please. Regarding fund balance this slide shows the last ten years of the Fund Balance for the Hudson School District. A little bit about Fund Balance. Initially that fund is made up of salaries and benefits savings that the District can potentially save money on as we experiences staff turnover. As long as at times the employees retire from the District or move on in their careers, The District may hire less experienced staff who comes in at a lower salary level than the person who's has left. Or in some case a staff member perhaps with a family insurance plan and leaves the District and they may be replaced by a person who only takes the single health plan. There may also be savings as a result of a warmer winter with lower energy costs or we get additional discounts as we go out for bid for supplies and services. Each of these are factored into the Fund Balance. It's healthy for a school system to have around two- to three-percent of a budget remaining as fund balance at the end of the year. Any fund leftover at the end of the year is used to offset the tax rate for the next fiscal year by lowering the total amount that needs to be raised. A positive fund balance demonstrates good fiscal management, contributes towards an excellent bond rating and that the District did not end up with a deficit appropriation or spend too much money than had previously been approved. In each of the three fiscal years prior to last year however the District had a higher Fund Balance than usual or would be preferred due to our difficulty in filling a number of vacant staff positions.This had been a common occurrence for school districts around the State. So Hudson is not unique in that regard. In fiscal year 2024 the Fund Balance was lower at 2.9%. However that is still at the top end of the preferred level. Next slide please.This final slide provides a summary of all the warrant articles that we will be viewing today and the preliminary estimated tax rate impact for those warrant articles as they are currently written and included in your packet. Thank you.

Moderator: Thank you. **We will now open Warrant Article #1 the Operating Budget to questions, comments, amendments**. Yes Sir.

Mike Tranfaglia, 24 Woodcrest Drive: I'd like to propose an amendment to change the amount $68,467,088 to $67,577,219.

Moderator: Thank you. We have an amendment. Is there a second. Mr. Trost is seconding. The amendment is to reduce the amount of the budget to $67,577,219. Speak to your amendment Mr. Tranfaglia.

AMENDMENT#1
MOTION: TO REDUCE THE AMOUNT OF THE BUDGET TO $67,577,219
MADE BY: MIKE TRANFAGLIA; SECONDED BY: TED TROST

Tranfaglia: As you know the School Board presented to the Budget Committee for fiscal year 26 an operating budget with fund budget request across all funds for 69.5 million. The Budget Committee had a series of meetings with the Superintendent in early December per deliberating agreed upon cuts to bringing to one-million bringing us to the value stated in the Warrant Article of $ 68, 467,088. A 1.1 million cut represents a one and a half percent cut to the School Board's position. The School Board voted unanimously against this one and a half percent cut. Speaking on behalf of many members of the community we wish to thank Chairman Lawrence and other members of the Budget Committee for making the cuts. Frankly this isn't there such a disconnect between the recent historical actual cost and the number with the proposal has to justify a deeper cut. The $67.5 number which is offered to amend the

Warrant Article 1 represents the cuts of the School Board position of two-million. 1.1 million of this cut resides in the existing Warrant Article position represented by the Budget Committee with another 900.000 in cuts asked for by supporters of this amendment. We look forward to showing you the rationale to this to further cuts and hope to frame within a larger more meaningful discussion about the value proposition embedded in the School Board proposal. We will provide five separate tests of reason that show that we are overbid between one and a half and three-million dollars. You will see information you probably haven't seen before and and we hope you will receive it with an open mind. Thank you.

Moderator: We are now on an amendment to Warrant Article #1 and we will stick to that amendment if you wish to speak on the amendment to reduce the amount of the operating budget to 67,577,219. Anyone wish to speak to the amendment. Yes, Sir.

Craig Powers, 31 Cedar Street: I want to thank all the folks from Hudson. Pretty good turnout today. And certainly the School Board the Budget Committee HCTV for bringing us so far. And it is difficult on a cold February Saturday morning in New Hampshire to be thinking about Springtime but that's where my thoughts are now. To planting a tree in my front yard in the Spring and you know what they say about planting trees. The best time to plant a tree is 20 years ago. But the second best time is today. And so it seems like an appropriate framework of what we need to accomplish here today at this Deliberative Session. Nothing we do or say can change the past. As Thomas Shelby would say past is past. But we can agree to plant a tree today so to speak that will provide shade and bear fruit for years to come in terms of a brighter happier more productive and more fulfilling future for our community's children. This morning is much more than eight warrant articles. This morning is our Deliberative Session. I stand before you Mr. Moderator in support of the amendment and I back up that support not with any vague cheap appeal to emotions or pitchforks but with data. What I'll present is a short summary of the hundreds of hours I put in looking under the hood of this whole process and particularly the FY26 proposal in particular. I baselined other school boards to see how other districts operate. There are goods and there are others thatI bring to add context. The community should know I have no personal interest in this matter besides the well-being of our children. Not running for office although for the last ten months I'll be honest I was as if I was going to run for office. My children have grown. I don't have grandkids in the District. In retirement. I could walk away from this very easily but our kids are too important. I've been retired for about five years but my last three years of work was on proposals big proposals. Three-million dollar proposal on seven THAAD radar to the missile defense agency. If you want to talk about a tough customer for negotiating missile defense agency is the best in the business. I've learned a little bit about proposals about proposal artifacts about how things tie together. Doesn't matter if it's radar, school districts, small business it's all the same thing just different units of measure. My interest in supporting this amendment Mr. Moderator is creating an environment in Hudson that maximizes the opportunity for achieving academic excellence for Hudson's children. And for Hudson's teachers to find that joy perhaps joy they felt 20 years ago in seeing the fruit of their work pay off now and for for years to come. And lastly my interest is for the taxpayer who's getting crushed financially on all fronts and who cares about their kids as much as I do. But maybe they're out working and couldn't be here today. Or maybe they just don't have the time to go through this opaque process to find the meaning and to put together an analysis like this. So Mike you've already got slide 2 up there. And again I apologize for taking 35 years to find my voice. I should have done this years ago while my kids were here but past is past. The chart that you have here Ms. Dionne walked through the numbers. They tied very directly. The School Board and I broke it up by the Warrant Articles. The School Board had a request for 72-million when you take into account all the Warrant Articles, And I thinks that's a better way to look at it. We can't look at just the operating budget as a separate entity because everything else needs to get paid for as well. And plus when we're talking about comparing say to

years we're not going to necessarily pull that out. So we've got a 72-million mark by the School Board all things considered> We have a Budget Committee mark that I have in blue there. That's that 70.9-million dollar number. The difference being a1.1million as we've seeing previous charts. It's a cut of 1.54%. Eight to one in support, zero to five in support. When you look at this chart the biggest chunk is one article one operating budget. So Mike I'm going to ask to go to the next chart. And what this shows when we start slicing it up we start seeing some numbers that may be haven't shown up on the charts yet but it still ties to that 72-million the FY26 School Board request. That's going to the solid ground on which we stand on terms of all of this all the comparisons we make. It's interesting that the Budget Committee made their mark but I don't know the details of that. I do know the details of the School Board request and that's why I've chosen to do this. As you can see from the pie chart the dark blue there the dark blob there the Death Star that's the General Fund. The other ones the special funds, food service funds, the Alvirne Farm Revolving Fund there're tiny. Not that they're insignificant but if we're going to fish where the fish are we're going to put our emphasis on the General Fund. The next chart please. Tough to see if you're in the back you may want to walk up to the front but this is another way to view it. I call it the family tree and what we talked about is in that top box that $72 million dollar number. What I've done is I've added in FY24 actuals. Now we've heard Madam Chairwomen make reference to FY25. Well respectfully that's not done yet. We don't know where that's going to end. We don't know what the actuals are but we do know what the actuals were for the fiscal year that finished less than a year ago FY24 and we can see what the School Board proposal written large is a 10.4% increase over the budget two years ago. It's a two-year walk up. It's a 10.4% difference. Now why is the difference between General Fund and everything else important. Covid. Because 20, 21, 22 the amount of all other fund money grew very quickly and general Fund perhaps didn't need to grow so much because we were getting supplemental funding. That funding in fact has come down, In fact if you look at the box the second tier to the right, 1.2 all other funds which again only makes up less than 6% of this budget. That number is down 23%. The federal money is drying up and any legacy lingering scope that was covered by that is now finding its way into the General Fund.FY26 ask of 68-million then if we could go to slide 5 please. Yeah there we go. What we see that green box in the southeast corner of 65.6. Now we start seeing the real bidding information and as folks in the community may or may not know the way we do it in Hudson is all costs are allocated among seven different bidding organizations. Three of them are schools you have elementary, Alvirne High and Hudson Memorial. You've got Special Services. You've got the cut across all. District-wide which cut across all. And then you've got the pure functions facilities and technology. They've sorted highest to lowest, top to bottom, left to right. The General Fund again for the community is the one closest to taxpayers. That's the one that's going to show up in your mailbox. The General Fund salaries and benefits. That top line have kind of got a blue oval around it. Tough to see. It comprises 76.4% of the General Fund. So again if we are going to fish where the fish are we are not going to worry about the cost of rubber erasers or the like. We are going to get salaries and benefits right. We're going to get it right in our minds that it makes sense. And to do and to do that what we do in business or anybody who's every bought a car or sold a home they've going to apply tests of reason. If you're going sell to look on Zillow. If you're going to buy a house you do the same. You're going to see what other people are paying for cars. We do it without thinking about it. We need to do it here. So the question posed the next question is does this make sense. Compared to what. We saw some artifacts up there about tax rate compared to other communities and the like. And the New Hampshire DOE definition of cost per pupil which is kind of crazy because it omits a bunch of cost. In our case about five-million worth of cost but we'll set that aside for now. So the test of reason. If we go to six, impossible to see. So we're going to take these in order. The bottom line if you read the takeaways. Every test of reason we did five different tests of reason conducted on the School Board's FY26 Budget shows an overbid position of between one point and three -million dollars. And again the Budget

Committee's cut was only 1.1, This amendment would add another ,9 roughly to make a total of a two-million dollar cut to the School Board position. So Mike if you could go to 32. So the first question I would ask is you know we did a job, what did it actually cost to do the job. And so we looked at FY24 data and again all it it's we've got a great website. I don't know if Jen set It up for whomever but there's an abundance of good financial data on the SAU81 website. That's where most of this information came from. And it showed that in FY23 we bid 48.9 million including the new CBA's as Madam Chairwoman discussed. Each year we have rollover of new costs coming in. But our actuals ended up only being 46-million. So we had a difference. We had an under-run all things considered of $2.8-million and I think we heard some of those reasons. Getting staffing is tough these days but it's a reality you know of all school districts. If you go to 30 the next one 33. And then we just did the same thing for FY24. The same kind of outcome. The total bid 51-4 and we came in at 48-5. A difference again of $2.9- million. And so next slide please. And then just to you know kind of wrap it up is in both cases you know about 6% less than the cost to bid. That's kind of our track record, And from my experience in proposals that's the thumb on the scale. It's implicit. You're not aware you're doing it but you're internalizing the risk that you feel that ends up in that number. And it becomes a very predicable number. Now some accommodation for risk needs to be done. I thought the description of the Fund Balance. Mr. Moderator, that we heard from Madam Chairwoman was spot on. That was very beneficial and we saw what and we saw what those trends are. And those trends are tie to this data that because we couldn't fill the positions that we thought we could we ended up with a higher Fund Balance. I guess the to the community is has anything substantively changed to think that we will be able to fill those in FY26. And that becomes I don't have any insight into that. It just becomes a question that the community will need to balance off. And again in this business relative to say a manufacturing business in terms of labor costs this is its more of a binary. You hire a teacher it's going to be your cost. It's prescribed by CBA. We know what that cost is going to be. Whereas in a private community in a manufacturing center you might run efficiencies where it might cost less. We don't have that. So there's less uncertainty less risk on the School Board side than say we would see in private business which argues for a lower fund balance but that's another discussion for another day. Bottom line is we've been running higher fund balances than perhaps we should be and I don't see anything that's changing to suggest that 26 will be different. So why don't we. Want to go back to side 6 Mike. The I'm actually starting from the bottom here. The fourth one is we're talking about salary and benefits analysis by confidence level. This one is messy, This one is very messy. I don't prescribe to have all the insight into it but from my world all numbers tie and we have an artifact , Mr. Moderator, in the 08 file and it looks it should have every scrap of salary-related data and benefits data. Well not all because worker's comp and unemployment insurance isn't in there, But on the salary side it should have everything in it. This file heavens almost 750 lines long and you can code you can look at do I have a person in that job right now and are they going to be doing it in 2026 or somebody looks just like them. Okay I call that a named billet. We have a name for that job. We also have vacant billets. You know we need a person doing this but we don't have that person now, We substitutes. We need a pot of money for substitutes. We don't know who they are but we need a pot of money. Stipends well there's stipends for the CBA. We have collective bargaining agreement with teachers and one of he stipulations is we have to pay budget $350,000 in stipends. So that become deliverable an obligation. We have stipends for other things that are non CBA, We have separation pay that's in this 08 file. We have overtime. We have summer school. We got to do the stuff we don't know who's going to do it. I don't have a name but here's some money. The merit pool. Again part of a collective bargaining agreement Superintendent has some budget throw to send to teachers who are doing a top-notch job. And then there's deleted placeholders and the like. So that should capture everything, Mr. Moderator, I think. But what we see in the file of reason if you go to slide 31 when we look at the REV3 file that came about in early January after the discussions with the Budget Committee we find that the vacant billets the second line down

make up 2.6-million of the 49.7-million ask. I mean that's over 5% of the salaries and, hold on, salaries and benefits. Five-percent of salaries and benefits are for vacant positions. So the question I would ask giving that we are in a declining enrollment environment does that does that make sense. Does it make sense that between now and FY26 we need to add 69 belly buttons at an average of 37,000 per belly button. I don't know but that's a question that this data puts on the table. Special Services comprised almost 50% of those vacant positions. Back to slide 6 Mike.

POINT OF ORDER voiced from the audience.

Moderator: Point of Order, Mr. Oates.

Victor Oates, 77 Sousa Boulevard: I feel like the Speaker is exceeding what I would deem reasonable speaking time. I value a lot of information but I feel like this should have been put out already to the Budget Committee and the School Board and not gone through and what I feel is going to go on for another 30 to 45 minute presentation. If he wants to speak to the Amendment I'm fine with that but to go through the granulars. I don't feel we need to listen to all of this first.

Moderator: He's giving us his reasons for why he's supporting the Amendment and hopefully he's going to wrap that up soon.

Powers: Mr. Moderator for the record some of the charts in here I offered. I requested and we haven't gotten them to them yet but requested time at the School Board meeting was denied. I attended all the Budget Committee meetings but felt I wanted to see the process work its way out on its own. Budget Committee taking the data I've shared with the Budget Committee and they've made their mark. And again my thanks to them for making the 1.1-million mark. I just think it's not deep enough.

Moderator: Well at this point we're dealing with the Amendment to reduce the Operating Budget. Please try to stick to the Amendment as to why you think we are. It's important. We have - (interrupted by the Speaker)

Powers: I can summarize and say we have five tests of reason that show we are overbid between between 1.5 and 3- million dollars. Now again you can either take my word for it or you can see it in the data and maybe we'll post this and community members who are skeptical can look at it then,

Moderator: On the Amendment now Mr. Powers.

Powers: Yes. Now we're quibbling over adds here and I would ask Mike that go to the chart value proposition. Oh 7 or 8 go back a few. Right. Right there. So we're quibbling Mr. Moderator over whether we should add here or add there but I don't think we've established and we haven't heard in any of the presentations what it is that this budget is buying us. What does success look like. What are the deliverables. What. What if we fail to achieve will results in a corrective action and a course correction. I have no idea. Do we have plans, tasks, actionees, suspenders, implementers of success. So the questions. Next slide please Mike. These are the questions that I think this deliberative body in this Deliberative Session need to consider. One are you satisfied that the increase in School District costs that we've seen inHudson since 2023 has translated to an increase in some evident achievement that you value. Two is academic achievement an important measure of success in our School District. How do we

this. Three is academic the most important measure of success foe our School District. And if not what measurable achievement is more than academic success in our School District. And Mr. Moderator I don't expect answers. These are questions for the to provide context for more productive deliberative session. Our superintendent and his team are now in their three years into their term. Is it not reasonable to compare cost growth with achievement whose value is seen through the eyes of the community and the taxpayers, the voters, the parents during these three years. Is what has been tried working or not. And is so how do we know this. What artifacts can be presented that we are getting our money's worth. If not what do we need to stop doing continue doing and start doing. A standard approach in business and what are the root causes of the impediments to academic achievement. We have a school-

Moderator: Mr. Powers please stick to the reduction in the Operating Budget and your reason for it. I know you have a lot of information.

Mr. Powers: (interrupting the Moderator) The context-

Moderator: (continuing) We've got to stick to the Amendment.

Powers: Yes, Sir. We could argue Mr. Moderator that we should increase it by ten-million dollars and if we did that we would have we would score in the top 90% of the State. Okay that'd be a good discussion to have. What I'm pointing out we don't know what this is buying us. Next chart please. So this is where we're coming from. A couple of performance charts. This is math. This is the iReady scores from May. This is the grade across the bottom k through eight and the numbers up the left-hand side are the percentage of students who are proficient. Goes from 70, 61, 52 and then it ramps back up to 70, then it comes down to 41, 37 and 27. Next chart. How does this compare to the State. State's the green line. We would be crushing the State right now were it not for the right-hand side sixth, seventh and eighth. Where we would just fall off the cliff. Next. What I've done here is map in 22,23 and 24 to highlight the fact that last year was not a one off. It was not an anomaly. That is the pattern. You start between 60 and 70, 70 and 80% in kindergarten. You drop it down to 50% by end of second grade. Third, fourth and fifth you claw your way back only to see it disappear in sixth, Summit and never recover. And by the end of eighth by the time an eighth grader leaves Memorial 32% of them On average are proficient in math. Next slide please. This is a slice that might be more illustrative. And again these are charts that wanted to show back in September to have this at the School Board meeting. What they show is for a graduating class. If you look on the let's say the right-hand side the Class of 2028 they're actually in ninth grade now but when they took their-

POINT OF ORDER voiced from the audience.

Gretchen Whiting, I don't know how this testing speaks to the 1.1-million dollar deduction.

Moderator: Thank you.

Whiting: It is a discussion. Don't get me wrong. But how is this related to….

Powers;: It reflects value proposition. We should be discussing.

Moderator: Mr. Powers.I wish you would show how the proposed reduction is going to change it. Yes, Ma'am.

PONT OF ORDER (voiced from the audience) I'm a taxpayer in Town and I'd like to hear what he has to say. This is Deliberative Session.

Moderator: That's fine. I would ask him to keep to the Amendment. We still have to talk about the whole Operating Budget. A lot of what's said here talks to the whole Operating Budget. Let's keep to the Amendment and deal with the Amendment first. And we can talk about the whole budget.

Powers: Understood. It's fascinating. I've tried to present this data in every establishment only to be shut down and now it appears we're adding another one.But the community needs to understand what it is why it is so important that money needs to be used to move the needle. And perhaps not in areas that doesn't move the needle. That's the genesis of this whole presentation is that value proposition. If you would indulge me I'll get off the stage in three minutes, Mr. Moderator. What this chart shows again if you look at the Class of 2028 they went from a 38% proficiency in sixth grade to a 31% in seventh 27% in eighth. If you look at the Class of 2030 fourth grade two-thirds of the kids were proficient. They held it in fifth grade to 64% and by the end of sixth grade 41% proficient. Go to slide 17. What this shows is a baseline in all communities all districts that have k through 12. And what it shows is the correlation between money, throwing money at a problem, and academic achievement. And what it shoes is there an R-squared of 5.1 % which means there's no correlation. Hudson came in. This is 2023 data at 17.004 per student with a 39% math. And what that puts us is in that lower left quarter which I call the bargain mediocrity. At least we're not in the red the southwest corner which expensive mediocrity. But based on this budget unless we make these cuts, Mr. Moderator, how this ties in because we will be moving ourselves into the expensive mediocrity. I don't think that's where we want to be. And with that I will suspend for now. Thank you.

Moderator: Thank you. Further discussion on the Amendment. Yes, ma'am.

Joyce Wise 25 B Street: I just like to speak to what the previous speaker was talking about in terms of unfilled positions and in terms of hiring teachers. When we don't hire teachers. First of all it's hard to hire teachers. For those of you who are not aware many of the universities in this State are no longer have Teacher Preparation Programs. You just can't hire somebody off the street to teach our students if you expect to have student achievement increase. With that said when we don't hire positions when we don't hire people to fill positions those responsibilities are still there. They don't go away and so those responsibilities get spread around the teachers who are already working tirelessly for our students. It amazes me. I come from business originally and then I went into education and I would never go back but what I can sat is that our educators. When I was in business and I would go on vacation I would get a vacation. Our educators when they go on vacation they're still working. They're still working summers. They're still working school vacations. They're working snow days. They're working weekends. Our educators are working tirelessly and they're exhausted and now they're having to pick up for positions that have not been filled. So I think it's critical that we are cautious with what we decide to cut that because it's what is in the best interest of the students. The students need teachers to stay in the School District in the Town of Hudson. And historically we've had high teacher turnover and as we keep turning teachers over it doesn't It doesn't make for student achievement success. So I just I'm very cautious when I hear we want to cut the budget significantly like that and that cut is going to come from educators. So thank you.

Moderator: Ms. Wise, you're opposed to the Amendment.

Wise: I am opposed to the Amendment.

Moderator: Yes, Ma'am.

Gretchen Whiting, 22 Glen Drive: I am adamantly opposed to this Amendment. The first part is he talked about the sum of everything that is being proposed today. The sum is not what is up for discussion at this moment. The sum is what is what is being proposed in the Operating Budget. The School Board four years ago vote decided to separate out each of the items specifically for the public to be able to vote. And to summarize and then reduce that to me is not a rational reason for reducing the Operating Budget. I still am not sure where you expect to reduce that amount of money. It was 900.000 but I still don't understand where that is expected to be done except for salaries in the budgets which has gone through contractual obligations as well as have been voted on by the public. You also talked about overbidding. I'm not 100% sure of what meant by over bidding except for the budgeting process of trying to make sure you stay in line with what the costs of teachers are. You asked is there a bright light hopefully in changing the way we hire. I am hopeful for that. I am seeing more students graduating from the university with elementary or higher education degrees than I have even since 2020. And the previous speaker did state that many of the universities around the State cut that. I am seeing one university bring that back in. I'm I am bringing that back in. I am hopeful because I know personally I education individuals in my family that are starting in the educational field. And I also want to say that when I budget professionally for positions I do budget for a higher paid position than what I might be spending or what I might get because I don't know if that person leaves what I will be getting and I have to be able to afford that next person coming in. That philosophy is the same when you bring in trying to hire teachers and bring in that cost of teachers within a budget. So again I am adamantly opposed to this reduction because it will end of hurting the entire School District.

Moderator: Thank you. Anyone else wish to speak to the Amendment of Warrant Article #1 to reduce the amount to $67,577,219. Yes, Ma'am.

Kimberly Allen, 3 Daniel Webster Drive: The previous speaker said we have open positions. How many open positions do we have currently in the School District.

Moderator: Question of the Board. The Superintendent will respond.

Dr. Moulis: Good morning Ms. Allen. So we currently have five teacher positions we have six positions including a Business Administrator that would take that to six vacancies there. Then we also have currently total para educator openings of twenty-one. And the breakdown for that is six full-time para vacancies and 15 part-time para educator vacancies. And that is the vacancies.

Allen: And what is the amount of money for all those open positions.

Moulis: Well I can tell you the fund balance as of November 30th. which includes vacancies and other components. Our current fund balance of November 30th. I believe and I have the paper back at my desk is little over 2.7-million as far as our current end-of-year fund balance. I can get you that exact number if I walk back to my desk there.

Allen: And just one more question. I don't know if you'll be able to answer it or not. How long have these positions been open. How long have we been holding them.

Moulis: All very good questions. So some of them are recent. We've had a couple of changes in the last month for a couple of open vacancies at the middle school. And we have three special education teachers openings. Those have been predominately open for the school year.

Allen: Thank you. I'm in favor of the Amendment.

Moderator: Thank you. Yes, Sir.

Ted Trost, 63 Rangers Drive: A followup to what was just said. My experience looking at the Budget has been these open positions while a lot may be new if I look at the numbers of open positions that the District has had over the last four or five years there's not been a big variation in those numbers. It's the same number of para positions open the same number of teacher positions open because of turnover. People retire. I want to talk for a moment on the effect of this Amendment on the Fund Balance.I think a Fund Balance is a great thing. I think the number sounds like it's right. The percentage seems to match what people recommend it should be. But I question whether this would impact the Fund Balance at all because you know you look at the open positions and during this particular budget fiscal year some of those positions will probably get filled. Other people will leave creating new open positions. You mentioned earlier about retirees and people leaving for other reasons are replaced by employees who get lower salaries because they don't have the same tenure. And that is true and that is why we have a fund balance as you mentioned. However every year we see the budget as if we're going to fill all of those positions and that no one's going to retire and the salaries are to remain the same. And I think that concerns me a great deal. I'm certainly not saying don't pay the employees competitively. We have bargaining agreements that protect them in that and I'm not saying don't fill the open positions. I'm just asking that we accurately forecast the spending we expect to have. Don't expect to fill all the positions.

Moderator: Thank you. Further discussion on the Amendment to Warrant Article #1. Yes, Sir.

Xenophon Vurgaropulos, 5 Muldoon Drive: I oppose this Amendment. First of all we have all had teachers in our life and if we know anything about being a teacher it's not free. Just like probably 99% of the teachers in our School District and across the country. Most of those teachers spend a big portion of their own funds to support the students. And now I'm hearing from a previous speaker that taking funds away from the teachers that they exceedingly deserve is somehow going to raise our test scores and support our teachers. Well to support our children we should be supporting teachers. So we should try to reduce the amount of money that teachers need to be feel to need to be putting up to support the students and we should support them. So I oppose this Amendment because I support my students and my teachers.

Moderator: Thank you. Further discussion on the Amendment to Warrant Article #1. Mr. Trost for a second time.

Trost: Thank you, Sir. I've heard this before that teachers have to spend their own money and I have no doubt across this country. I really doubt it's true in Hudson. I'd like to hear from the Superintendent - (interrupted by audience rumblings) - I'm just asking for evidence.

Moderator: Order. He's asking for evidence. Please be in order.

Trost: Are we turning down teachers' requests for classroom materials. We are not. Could you go up to the microphone and say that please. I'd like to know if you have any idea why people are saying we are not providing classroom materials for our teachers. Thank you.

Dr. Moulis: To answer the previous speaker's question we are providing materials and supplies and resources for our teachers.

Moderator: Further discussion. Mr. Powers for a second time.

Powers: Mike could you queue up number 31. There was a previous speakers asking about open positions. Current open positions I think is interesting but not necessarily germane. What I'm looking at is the structure of the FY26 bid. And I'm looking at the artifacts that are available to the public that would provide insight into the cost structure and the confidence of the salaries and benefits. Ant that is the 08 File dated January 2nd. And in that file right or wrong there are 69 separate vacant spots identified contributing to the salaries and budgets. If that's not the right number if the 08 File is wrong then it needs to be fixed. But we can't be saying both things. We don't only have a few openings but here's our bid based on 69 openings at 37,000 a piece. There was another question by a previous speaker Mr. Moderator about the perceived insensitivity to contractual CBA requirements. Mike if you could hit up 27, One of the tests of reason that I was not able to speaks to speaks to that very thing. We've documented all the CBA's you have in front of you now and the year that they kick in in terms of those obligations. We expect that to be extra cost in that next year. If you go to the next slide Mike. A simple walk -up is if we look at our FY 24 actuals that big green thing on the left side for five, six million. We add in the FU CBA's gets us up to forty-seven nine. And then we add in the FY25 CBA's that will kick in. We get to a total of 48.6. And but what we have is a bid for 50-million. So my question is what is that other 1.6-million dollars in growth because it's not CBA's. We've already accounted for that. What is it. You know what portion of our School District has salary and benefits cost not covered by a CBA and does that pass the sniff test. Thank you.

Moderator: Thank you.Further discussion on Warrant Article 1 the Amendment to Warrant Article #1. Please stick to the Amendment. Yes second time Ms. Whiting.

Whiting: I again I am still adamantly opposed to this Amendment and I know there have been people asking about how this is going to the teachers themselves. By reducing the salaries and benefits you're reducing positions by reducing positions that are needed. Whether or not they are filled they are needed and by reducing those positions. You're reducing the support that the teachers give themselves. Coming from a professional world when you reduce a team of five to a team of three the amount of work doesn't go away. The amount of work needed is now put on somebody else. And by reducing that amount of money you're reducing positions moving the amount of work to somebody else. You're therefore reducing the attitudes of the existing teachers. Making them want to leave. Now you get new ones in. You become a training ground which is what Hudson has been for many years. Reducing this puts us back to that timeframe when we were a training Ground. The last four years the School Board and for the last three years with the Superintendent has worked to really try and turn that around. Am I reducing this amount of money. You're telling the teachers they have to take on the extra work. Work doesn't go away. You're just reducing the amount of people that are able to do that work. And putting it onto people who don'y have the capacity to do it today. So again I am completely against this Amendment.

Moderator: Yes, Sir. What purpose do you rise. Your name and address please.

Mark Edgington, 142 Lowell Road: I have questions. So I guess one of my questions is for the Superintendent. Is I've been told that there are 69 open positions. I've been told that there are 21 plus 6, 27 open positions. I could have some numbers wrong here but there's a huge disparity in these numbers right. Like there's one three times you know. It's distinct. So what's the reason for the disparity between the numbers as far as the open positions go. What there's paperwork that this gentleman's exhaustive research has come up with 69 open positions and then you say it's 21. What's what are those other 40 something positions.

Moderator: Question for the Superintendent if he yields. He does.

Dr. Moulis: So when so reports and that budget build happens that is done in the early fall. So when that 08 report that is being referenced is built. That is a snapshot in time of where we are in our process. So the updated vacancies that I shared five teacher vacancies. Six vacancies if you include the Business Administrator that position has been open all year. And then the 21 paraeducator openings is the most up-to-date at this moment in time. So that report that's being referenced was at that time early fall late September, early October time frame. So there's the discrepancy in the report.

Edgington: And the last thing with those para administrators I didn't get how long so positions have been open.

Moulis: Yeah so the para educators openings there is some variants. I would tell you that there are throughout the school year our para educator openings has come down from where it was. But- (interrupted by the questioner)

Edgington: You mean had been filled or they aren't needed.

Moulis: Nope they've been filled. So that number has significantly come down quite a bit.

Edgington: Very good. Now I don't know the protocol for asking Mr. Powers a question. How do I go about that Mr. Moderator.

Moderator: Ask me a questions and I will- (interrupted by Speaker)

Edgington: Great I'll ask you a question. Mr. Moderator how many teachers will have a pay cut or be fired based on this new proposal.

Moderator: That's a question out there. Does Mr. Powers wish to respond. I don't know if he has that information.

Powers: I certainly would. That would be zero. I think there's a again a misunderstanding what those about- (Interrupted by Moderator)

Moderator: You gave the answer. Thank you Mr. Powers.
Powers: Oh, I was in line too.
Moderator: Mr. Gasdia is next in line.
Powers: Okay. Well.

Gasdia: Alright thank you Mr. Moderator. I promises myself I wasn't going to speak today but I break promises all the time. So here I am. I just want to I'm opposed to this Amendment. I appreciate all of the work Mr. Powers has done. I've seen many of these slides as he has sent them to the School Board. But with anything there's more to it. Right. And so here's the bottom line. We have to budget for what we need not what we do to just get by. If my furnace breaks this weekend and I can go a week in the middle of the winter somehow scraping by that doesn't mean I don't need a furnace. If we can get by with 5% vacancies which increases our Fund Balance it's very easy to say we can cut them but that doesn't mean we don't need them. A lot of the other problems we're seeing in the District what's our value proposition. Our test scores are struggling because we have teachers teaching multiple classes that they shouldn't be teaching because we don't have a vacancy. We have teachers and paras that are spread. Right. We have 20 something para positions. We need those positions. That responsibility still

exists. So someone else is doing that job on the side of their desk which diminishes what there actual job is. All of these things add in together. Now I don't know what the value proposition is of anything that's listed there. Right. Because a lot of that is a guesswork. What I will tell you is when you look at his you know you're getting a great deal at a lower rate, A lot of that is demographics. Let's not kid ourselves. The Bedford and Windham are different than Hudson. They have different propositions than we do. There's different people that move in with different educational backgrounds. All that plays into it. What it comes down to is what we get for our budget is we keep the lights on and we make progress going forward. That's what we get for our budget. And it's not about throwing money at it. If it was then the School Board's budget wouldn't have been a reduction to begin with before we even went to the Budget Committee. So it's not that we're trying to throw money at it. But at some point you have to say if we want to stop teachers from leaving. Yes we need to pass their contract. That's the most important thing here. But we also have to ease their burden. We have to ease the burden on the paras. And what that means is we have to maintain these vacant positions and try to our best to hire them. I wish we could fill them all tomorrow. If we cut the budget we can't fill them all tomorrow. And one other thing we look at that cliff on where's the evidence we're getting something for our money. The is in the increase you've seen in elementary. We have made a decision in the School Board working with the administration and we were going to focus all of our time on young education so that it can snowball all the way up because once you're behind that eight ball you're going to get there. And the reason you seen that cliff in sixth and seventh and eighth grades is if you've been in the Hudson School District what you know is this. When you get to fifth grade your kids if they're really educationally minded and you're an education-minded family you look to ASD [Academy for Science and Design]. You look to be at BG [Bishop Guertin] you look to be with these other people. And so you're peeling off that top layer and if you peel off the top layer what does that do to the averages. It goes down. That's not a reflection of the teachers. Now middle school is not easy to begin with. If anyone's ever I think most people have been through middle school. But when you peel off that top layer you're going to see a drop. But what I want to draw attention to is where we are investing the money is going up. So you are getting something for it. I'm not going to say the budget is not high. The budget is high. We don't have a special place we buy eggs from. Your eggs go up they go up at the School District too. But we budget for what we need and my fear with this cut and my fear with some of the other cuts that were made is they're budgeting on how we're just getting by. And yes could we do it. Maybe. Should we do it. Absolutely not. Thank you.

Moderator: Thank you. Further discussion on the Amendment. Mr. Oates.

Oates: I move to call the question.

Moderator: Mr. Oates moves to call the question. Is there a second. Your name please. Second by Ms. Howes. What this would do is cut off debate and we would vote on the Amendment. It requires a two-thirds vote. I want to see cards. It please everyone find a seat. If so there was one other person who wanted to speak so it's up to this body if you want to cut off debate and vote on the Amendment. All those in favor of cutting off debate please raise your voter cards.Thank you. Those opposed. **I believe I have a two-thirds. It passes**.

MOTION: TO CUT OFF DEBATE.
MADE BY: VICTOR OATES; SECONDED BY: MS. HOWES
VOTES: PASSED BY TWO-THIRDS VOTE

Moderator:(continuing) We will now vote on the Amendment to reduce the amount to $67,577,219. If you are in favor of that Amendment please raise your voter cards. Thank you. Those opposed. **The nays have it. The Amendment fails**.

AMENDMENT#1
MOTION: TO REDUCE THE AMOUNT OF THE BUDGET TO $67,577,219.
MADE BY: MIKE TRANFAGLIA SECONDED BY: TED TROST
VOTE: FAILED

Moderator: (continuing) We are now on Article 1 at $68,467,088. To speak on the Amendment. Yes, Sir. Not the Amendment. I'm sorry. This is the whole Article as written.

Oates: I move to amend Warrant Article #1 the Hudson School Operating Budget by increasing the total appropriation by$75,000 to support extracurricular activities at all schools within the District. With the following allocations. $50,000 for athletics, arts, and student organizations ensuring for support for extracurricular activities across all grade levels. $25,000 shall be allocated exclusively to reduce cost for pay-to-play sports programs including but not limited to swimming, hockey, gymnastics, easing financial barriers for student athletes in expanding participation opportunities. If this Amendment is approved the new proposed budget will be increased to $68, 542,088 ensuring the tax rate reduction remains at a firm 28-cents per 1,000 of assessed property value. While strengthening funding for extracurricular activities across all grade levels including sports, theater, music, FAA, robotics, academic teams, and other school sanctioned programs. Again the estimated tax impact is reduction of 28-cents from the proposed reduction from the proposed reduction of 30.

Moderator: So hold on. Your proposed Amendment is to increase seventy-five. Okay I heard you say decrease. I heard everyone say decrease.

Oates: Oh sorry increase 75,000.
Moderator: I wanted to make sure I have it right. So you want to increase by 75.000 and the Amendment's up there (motioning to the slide on screen). Is there a second.

POINT OF ORDER called out.

Moderator: (recognizing) Point of Order, Mr. Jasper.

Jasper: Thank you Mr. Moderator. My point is this is a line item budget. While his 75,000is in order we can't add verbiage into a line item budget such as he has proposed. My point is that all of the verbiage is out of order.

Moderator: Not out of order if it's just giving direction. It's is not mandatory. The School Board if you a $75,000 increase can out the money where they wish. The verbiage is advisory. It's the reason the person is asking for an increase.

Jasper: And that is part of the discussion. We have never in all the years actually as part of an amendment had the discussion as the verbiage added into the amendment. And I would again say that that anything beyond numbers is out of order. The rest is advisory in the discussion.

Moderator; That's advisory and I think the people here will understand that. And the second was Mrs. Whiting. Okay we now have an Amendment to increase the budget by $75,000.
Do we have anyone to speak to the Amendment.

AMENDMENT #2
MOTION : TO INCREASE THE BUDGET BY $75,000.
MADE BY: VICTOR OATES; SECONDED BY: GRETCHEN WHITING

Trost: To the Budget Committee member's point my question is are we actually adding that verbiage to the Warrant Article or is it only the $75,000 increase that's going in. We're just changing the dollar amount.

Moderator: We're doing with the Operating Budget. I think what we have to add to the verbiage (asking School Attorney Gorrow). No. So just we can only change the number the number is. Basically he's giving his reasons for adding it in but the only thing that would change will be the number by 75,000. So does everyone understand the number we're changing is going to be the 75,000. All the rest of that is part of the reason behind it and it is advisory of corse. If we change the bottom line of the Budget the School Board can apply it where the School Board sees fit. Yes, Sir, Speak on the Amendment.

Vurgaropulos: I am in support of this Amendment. First off the previous speaker spoke of when's the best time to plant trees. Right. Way back when. Well our children are our trees. Right. We want them to grow and I believe that athletics, arts, music, etcetera usually helps the child's growth. It helps them develop social skills, team mentality, camaraderie and friends for life in most cases. I can't speak to all the expenses for all the other pay-to-play sports but I am also the assistant swim coach for Alvirne High School. And I can give you a brief synopsis of the kind of pay-to-play for swimming and diving. We have to rent three different pools so right now we're at $65 per lane per hour and we're only allowed to capitalize on three lanes due to the cost. Si we're not able to actually have a whole pool to ourselves.That's just for swimming. Then we got diving which is about another thousand dollars to rent out Greater Lowell and then we offers some funds to Nashua Boys and Girls Club to help support diving. Some of the other things we have to go through is we have to get suits about 65, $75 per child. To attend some of the Meets, some of the really big Meets cost upwards of thousands of dollars to allow the athletes to attend. And for swimming alone the equipment I don't have the numbers on that because we spend a fair amount on equipment out of our own pockets. We do have some generous donors that support us by either funding, donations and even providing some used swim equipment. So that is very appreciative. We need to invest in them and allow the athletes the opportunity to perform their best at sports. That they are passionate about. This also supports their education because in order to play sports you need to maintain a certain GPA [Grade Point Average]. So it motivates them. They get excited from participating with their teammates and additionally that makes them want to do well in school so that they can participate. IF and when we look at the Budget and we're and looking at reducing the Budget because it's going to make life better and what do we get for being for a buck. Well right now we're proposing a 30-cent reduction Alright so we're already going in the right direction with that. Even with this Amendment it's going to be a reduction to the taxpayer while supporting our teachers and students. And I support this Amendment. Thank you.

Moderator: Thank you. Further discussion on the Amendment to increase the budget by $75,000. And I'll, Mr. Jasper you were correct the verbiage is advisory and it's his reason instead of stating it put it in there. But the number is the only thing that will change. Yes, Ma'am.

Debbie Putnam, 59 Rangers Drive: I rise in support of this amendment but I'm confused and I suspect then many other residents will be confused as to okay there's been an increase. Unless they watch the show they're not going to understand why all of a sudden X amount has

been added. They won't know the history behind this. My younger son was involved in robotics through the First program at Alvirne and he has gotten his first job because of the involvement in robotics and that did cost us money out of pocket. In fact my husband and I were the I was the business manager. My husband was electrical engineer involved with First at Alvirne. But how do we get this information out to the residents to how it's going to be a savings of 28-cents instead of 30-cents. I'm just confused.

Moderator: Well that will be up to the Board when they do their description. You all know that an analysis of the Budget or the explanation of all the Warrant Articles, Town and School. The Town and School get together and they send out a notice. If it's different than what was funded they could probably put in the 75,000 was added. And that'll and it'll also show as a change in the tax impact as well.

Putnam: Right but will it explain what that extra money is.

Moderator: Well, it's just the money. It is the only thing the School Board would do. They can do what they want with that extra money. But I mean the Motion and this meeting would say this is what we would like it directed to. The School Board would then have to consider where to put that money, There's no guarantee that's where the Maker of the Motion of the Amendment wishes. And it's like any change, Even a reduction. The School Board would have to decide where to take the money out and how to do that. It's up to them after that. All we do is give them a dollar figure. The bottom line. Further discussion on Warrant , on the Amendment to Warrant Article #1. Yes, Sir.

Jeremy Slottje, 20 Old Coach Road: I'm the State Representative for all you lovely people. So it's a pleasure to see you all in person. I rise to speak to the general sentiment I've heard from my constituents. It's to just sort of to throw out a big pot of money into the overall Budget based on what I've heard, I don't think it would go over terribly well. It's the sentiment I hear would be somewhat opposed to that. While the sentiment may not hold in this room I would ask just to carefully consider that you're spending you dollars out of your neighbor's pocket. And at the least from my perspective certainly the overwhelming sentiment is one of skepticism about general operating budget. And that is all I have to say. Thank you.

Moderator: Thank you. Further discussion. Yes, Sir,

Pete Lanzillo, 12 Blackstone Street: The whole discussion here I revolves back to what are the students getting and the parents that are paying, all of us taxpayers, for our money. And I would like to question one of the prior speakers, one of the Board members mentioned how the graph drops off a cliff after when they get into middle school and it's because of children going off to different areas and I didn't understand that. Could you please explain to us why the students that are the upper tier would leave Hudson schools and go somewhere else. If the Hudson schools are meeting their needs why wouldn't they stay in Hudson.

Moderator: Mr. Lanzillo how does that relate to the increase the increase of 75,000.

Lanzillo: It relates to the fact they want more money and what I see is we have a school system that by the time the children graduate below 50% in efficiency. And I don't feel throwing money at a problem is the answer. I would like to see a comprehensive goal for the School Board to come up with that would show they're going to make education and bringing up the scores. So that when a student goes into the business world he can compete. And I don't feel I speak in opposed to the Motion because I don't feel it that throwing money at a problem is going to

solve it. It's going to take some work on the people in charge to make the education system better that the students don't leave. And I didn't understand those. Thank you.

Moderator: Mr. Gasdia will yield.

Gasdia: I'll be quick because this isn't directly tied to the current Amendment but two things. One are goals with numbers for the Superintendent for example that actually show tests. We want test scores to go up. We want things like that. We do have goals in the middle of the Strategic Plan that are going to revamp, that's going to have all that. But the point I was making is when you get to fifth grade, we'll leave ASD, we'll use ASD as an example. It's the Academy of Science and Design, okay. The only students in general that are going to apply to go there are students who are typically not all but typically high performing students who have a passion for science and math and things like that. So let's say they take 30 students out of our fifth grade class.

Moderator: (interrupting) Okay we're getting a little off the Amendment here.

Gasdia: You take those 30 students off the top of the test-

Moderator: Let's stick to the increase in 75,000. Mr. Jasper on the Amendment.

Jasper: Thank you Mr. Moderator. I rise in opposition to the Amendment. We're talking about a 68-million dollar budget. We've already heard that on average there's over two-million left over in fund balance. If somebody doesn't think enough resources are going to a certain area they should go to the School Board and talk to them about it because the School Board has the ability to move that money around. And we all know at the end of the year the School Board looks at projects that weren't budgeted and they take some of that money and put it into projects. This is one of those, If we're up here going to get into everybody's pet peeves in the amount of 75,000 we would be here forever. Really this is not the place to come to with those pet project in my opinion. We have the School Board. We have the Budget Committee. And yes it can be done here but they're going to have more than enough money to do the things that he want. If that is what the School Board wants to do. And frankly if we put the $75,000 in and the School Board doesn't want to do those things none of those things will happen either, So I would urge you to vote against this Amendment.

Moderator: Thank you. Further discussion. Mr. Oates to speak for the first time on your Amendment,

Oates: Thank you Mr. Moderator. The whole reasonI put this forth this Amendment was I went out and I actually talked to the constituents, the parents, everybody throughout the community and one of the commonalities that I was running into was there wasn't money to cover a lot of these items That I mentioned. That pay-to-play was a core issue in the town and there was significant issues with people spending their own money to get ice time, to get swim lanes, for gymnastic time. And I'm like we're here to raise our kids and put forth the best school system. $75,000 is a small amount and it says to the School Board this is how we would like this money spent. Now given they don't have to doit but if they're listening to the constituents and we support this I believe that they will do it because they're working hard for the kids week in and week out. Next to the BOS position in this town the School Board is by far the most difficult Board to sit on and deal with because of what it goes through. And again $75,000, two-cents it's a small amount of money to say to the kids at every single grade level. Yes you can put on tour theater show at Hills Garrison or Nottingham or the middle school or high school. Yes we'll help you with your swim lanes. Yes we'll help you with your hockey time. Yes

we'll help you get your gymnastics uniform or what else you might need. This is what we're doing right now. We're saying to the community we're saying to our children we're here for you. We've got you.

Moderator: Thank you. Further discussion on the Amendment to increase $75,000. Ms.Whiting.

Whiting: I just wanted to make a comment to a prior speaker about this being a pet project. This is not a pet project. I have 100% confidence that the Board is listening to what is being said and should this be added back into the Budget I do have 100% confidence that the Board will take this and appropriate it properly to what the intention behind $75,000 is. It is not just a pet project to be taken one time out of a fund balance. So just those comments there.

Moderator: Thank you. Any further discussion. Yes, Sir. On the Amendment.

Denis White, 11 Mountain View Drive: 23 years Hudson taxpayer and also proud parent of graduates of ASD. My kids went through the schools to NottinghamWest up through fifth grade. So I came here in opposition to the first Amendment, I voted for it. I think that I'm against this. I think the Budget as set forth should be utilized and managed by the School Board and I adamantly oppose it. The way that I help my kids and every student, every parent in here should be doing the same thing. Volunteer in First Robotics. Volunteer in civil air patrol. Put your time and effort in it. You don't need the other, your neighbor to pay for it. Okay I'm adamantly opposed.

Moderator: Thank you. Further discussion. Seeing none are ready for the vote on the Amendment. The Amendment is to add $75,000 to the Operating Budget. **If you're in favor of adding $75,000 please raise your voter card. Thank you. Those opposed. The nays have it. The Amendment fails.**

AMENDMENT#2
MOTION: TO INCREASE THE BUDGET BY $75,000.
MADE BY: VICTOR OATES; SECONDED BY: GRETCHEN WHITING
VOTE: FAILED

We are now on Article 1 the Operating Budget at the original amount of $68.467,088. Is there any other discussion on the Budget, the Operating Budget. Yes, Sir.

Ed Jonson, 16 Hawkview Road: I was just looking at the total enrollment and the report that was sent out last year showed the 23-24 number at 3,054.The projection for this year at 3,046. I checked the State website this morning. It says we got 2.921. So there's like 130 total enrollment missing and the question is where did they go and what's your projection for next year.

Moderator:Thank you. Question of the Board. Will someone yield. I think the Superintendent will yield. He's getting his figures.

Dr. Moulis: So current enrollment for the current school year is 2,154 students as of October One. The October One number is what we report to the State. The projected enrollment for next year for the 25-26 school year is 2,921 students. That's a projected enrollment.

Moderator: Thank you. Any further discussion on Warrant Article #1. Yes, Sir.

Pete Sessions, 68 Shaffer Circle: I actually at the risk of being anticlimactic I just want a clarification of something from this budget. I'm looking at the line item and I came across one that said Facilities. Last year's budget was $800,000. This year's budget is $5 and I wonder can someone explain to me what is the Facilities and item supposed to cover and how could it suddenly zero out after being so high last year.

Moderator: Thank you for the question. Will someone yield. Superintendent Moulis will yield.

Dr. Moulis: Let me ask for a little clarification on the question. So the proposed budget for the Facilities portion of the budget proposed '26 is 6,759,489. That is a decrease from the revised budget from the current fiscal year. It's a decrease of $740,859,093. But if there's an additional clarification question I'll stay here for a moment.

Moderator: Apparently there's an item there that shows it going to $5.

Slottje: (approaching Dr. Moulis with paperwork referencing the $5 line item) I think this is what he's confused about.

Moulis: Oh well thank you. I just wanted to make sure. I yes. So there was a roof replacement project. Thank you for the clarification. I appreciate that. So there was a roof that was not part of the budget for this current the upcoming fiscal year.

Moderator: Thank you. Further discussion on Warrant Article #1 as written. Yes, Sir.

Powers: Mr. Moderator. We saw how much salaries and benefits comprise this budget. Earlier we heard the Superintendent answer a question about the salary 08 salary and benefits file dated January 2 to say it reflected something at the beginning of the process. So apparently that file is no good. Mr. Moderator I would ask that an action be taken to present to the community the actual factual accurate basis of the salaries and benefits as a proposal artifact posted on the District website. Because right now it's a number out there that I can't rationalize. Thank you.

Moderator: Thank you. That was a request of the School Board they'll take under advisement. Mr. Brownrigg. I don't think there's anyone else speaking. I don't think we have to take a- **If there is no one who wishes to speak on Warrant Article #1 I will close the discussion on Warrant Article #! and it moves to the ballot**. Thank you, Mr. Jasper motions to restrict reconsideration. Who seconded that. Mr. Gasdia. In case you're not familiar with that a motion to reconstrict reconsideration meaning that that can not be brought up again in this meeting if you vote in favor of restricting reconsideration. If you want to talk about it later vote not to restrict. Who is in favor of reconstruction reconsideration to vote raise your cards.Those opposed to restriction. **The eyes have it. Article 1 is restricted**. It doesn't have to be done at every one but it can be done.

MOTION: TO RESTRICT RECONSIDERATION OF WARRANT ARTICLE #1
MADE BY: SHAWN JASPER; SECONDED BY: GARY GASDIA
VOTE: PASSED

Moderator: (continuing) Mr. Brownrigg requests to get a ten minute break. There's refreshments at the back. We'll come back at 10:56. If that's okay … Want me to put that to a vote. Really. Okay you can get up and move around as we continue the meeting. If you need to get up just be quiet as you're doing it and we will continue with the Article 2.

Moderator: (reading Warrant Article #2 - with slide on screen)

WARRANT ARTICLE 2
Collective Bargaining Agreement between Hudson School Board and Secretaries
Shall the Hudson School District vote to approve the cost items in the collective bargaining agreement reached between the Secretaries AFT Local #6260, AFT-NH, AFL-CIO and the Hudson School Board which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

2025-26 $82,123
2026-27 $74,642
2027-28 $57,713

and to further raise and appropriate $82,123 for the upcoming fiscal year, such sum representing the additional cost attributed to the increase in salaries and benefits required by the new agreement that would be paid at current staffing levels.
Estimated tax rate impact: increase of $.02 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 9-0

Moderator: (continuing) and **I will recognize School Board Member Mr. Gasdia to present Article 2.**

School Board Member Gasdia**:** Thank you Mr. Moderator. Mike can you go to the next slide for me. So this is a three-year agreement that we reached with the secretaries. It was done in good faith. The total cost increase is $214,478 over three years. The tax rate impact as the Moderator read is estimated to be two-cents. This contract covers administrative assistants across the District including assistants to the principals, assistant principals, directors, department heads plus receptionists, attendance secretaries and office assistants. There are 29 employees covered by this contract. And if you ever walked into the school or needed help they were probably the people that you. What they do is amazingly important. There are some things here. In each year of the agreement there's a wage increase for the employees, starting at a $1,25 an hour for years one and two and $1.00 an hour in year three. There's also a new wage differential added in for the administrative assistants to the principals at Hudson Memorial and Alvirne to recognize what's done there. The contract also includes some updated language around job titles and departments to better align with the existing staff. There's an update to bereavement language to match the other contracts that we have. Longevity levels also had a slight increase in payments. This contract includes a new health plan option which is high-deductible that would be covered 100% for those on single plan, 97.5% for those in a two-person plan and 95% for those in a family plan. This health plan is optional.They can still use the other one if they so choose. Finally there's an increase to the buyout for unused sick leave days upon retirement or termination. Next slide. This slide here shows the stating rates coming into effect for Level 1 staff which is receptionist and office assistants at $15 an hour. This would be going to $16.25 an hour in the first year under the new contract and would be increased in the subsequent years to keep pace with existing staff and help Hudson be more competitive when hiring for positions. For those hired in Level 2 the administrative assistants supporting department heads and assistant principals the current starting rate is $16.75 an hour which would be increased to $18.00 an hour under the new contract and also be increased in each of the subsequent years as well.

Moderator: Thank you. **I'll now open Article 2 to questons, comments, amendments. Anyone wish to address Article #2 the Secretaries Collective Bargaining Agreement**. Yes, Ma'am.

Leslie Reven, 154 Belnap Road: I would first like to say thank you to the School Board, to Dr. Moulis, and the Budget Committee for supporting this with no opposition. I have been in the District for 26 years now. Most of the secretaries I think have been here in the 20 year range because we love it here. We love the kids, we love the teachers, It's rewarding, We work very

hard. Mr. Gasdia thank you for saying that because we are your first person that you talk to when you call, when you come in, when you're grieving over something we tend to de-escalate. We try very hard to be there for every parent that we come in contact with and also for the students. The impact on taxes is very low and I hope that everyone will support us. Thank you.

Moderator: Thank you. Any further discussion on Warrant Article #2 Collective Bargaining Agreement for Secretaries. Yes, Ma'am.

Joyce Wise, 25 B Street: I wanted to say that I am in support of Warrant Article #2. I have to say that our administrative assistants they are our champions of our schools. They do everything. If you have a question they know the answer. It doesn't matter who you are. So I am strongly in support of Warrant Article #2.

Moderator: Thank you. Yes, Sir, Warrant Article #2.

Jeremy Slottje, 21 Old Coach Road: I rise in support of Warrant Article #2 and I would like to thank both Boards for putting this together. Thank you.

Moderator: Thank you. Any further discussion on Warrant Article #2. Yes, Sir.

David Wilder, 40 Eayers Pond Road: I work at Alvirne High School. I know the administrative assistants well and I have no idea all the stuff that they do. I see everything that they do. How they run the school. You ask Superintendent Moulis, Principal Beals, or any any principal they will tell you they don't run the schools. It's the administrative assistants. It's their backup team. They will do anything for any teacher, any student. I've seen them here night after night staying late. It's just the tip of the iceberg what I see them do, Just incredible people and they never say no even though it cost them time with their family. And I have tremendous respect for the people there. The job that they do and they're unsung heroes. So I really I can't support enough this Warrant Article. Thank you.

Moderator: Thank you. Further discussion Warrant Article #2. Seeing none. W**e will close discussion on Warrant Article #2 and it goes to the ballot**.

Moderator: (reading Warrant Article #3 - with slide on screen)

WARRANT ARTICLE 3
Collective Bargaining Agreement between Hudson School Board and HFT
Shall the Hudson School District vote to approve the cost items in the collective bargaining agreement reached between the Hudson Federation of Teachers, Local 2263 AFT-NH, AFL-CIO and the Hudson School Board which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

2025-26 $1,653,593
2026-27 $1,413,676

and to further raise and appropriate $1,653,593 for the upcoming fiscal year, such sum representing the additional costs attributed to the increase in salaries and benefits required by the new agreement that would be paid at current staffing levels.
Estimated tax rate impact: increase of $.33 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 8-1

Moderator: (continuing) And **I'll recognize Mr. Campbell of the School Board to present Warrant Article #3.**

School Board Member Campbell: Thank you Mr. Moderator. And thanks again to everyone who came out today. This is a two-year agreement negotiated by the School Board in good faith which will have the total cost increase of $3,067,269 over two years. The tax impact in the first year is estimated at 33-cents. This contact covers approximately 277 employees including teachers, paraprofessional, nurses, media specialists and other full-time professionals. Some of the changes in the contract to note are increases in wages for all positions, the addition of longevity pay for teachers and other non-paraprofessional staff who have been with the District for 20 or more years and adding holiday pay for paraprofessionals. Can I have the next slide please. Additional pay for related service providers adding another option for health care option for high-deductible plan that is covered at 100% for single-level enrollees, 97.5% for two-person plans and 95% for family level plans offered along side with the existing health care design which is covered at 89%. Increasing compensation for unified arts teachers who teach a sixth class in lieu of homeroom assignments. Adjustment an conditions to establishing the school calendar each year and a reduction to the maximum number of days someone can be granted under the sick leave bank. Dropping from the maximum of 140 days down to 120 instead. Okay next slide please. The wages are being increased with the intention to make Hudson more competitive in the job market for these positions, Currently our base salary starting for first year teachers with a Bachelor Degree is $45,000 and for those with a Masters at $48,250. Under the proposed contract a first year teacher with a Bachelors Degree would be starting at $48,000 and for a Masters $51,250 in the first year of the contract. And in the second year a new teacher with a Bachelors would earn $51,000 while those with a Masters $54, 250. Existing staff would be eligible for a step increase for each year of this contract. That step increase would mean a base between $4,000 and $6,250 as members who would be moving up a step. The tentative agreement is available on the District's website for more information on any of these changes. And I'd just let to add we talked earlier about vacant positions and you heard that for teachers is was five currently. When I joined the Board five years ago that number was a lot more. Two years ago the Town voted in support of a contract that reduced the vacancies and this contract I believe continues our retaining teachers and attracting teachers. So I hope eventually we get to zero but that probably won't happen but fingers crossed not going. So thank you.

Moderator: Thank you**. Now I'll open Warrant Article #3 to questions, comments and amendments**. Yes, Sir. This is State law. You can comment. You can't amend anything here.

Ted Trost 63 Rangers Drive: I rise in support of this Article. I say this every year you get what you pay for. I really wish that Hudson was the place that all of the qualified teachers in the region would want to work at and that we had bus loads of qualified applicants pulling up. This is a good step. I'm sure that doing more would to bring in more qualified people. Hopefully the open positions will be zero someday. But for now this is what's before us and I support it.

Moderator: Thank you. Any further discussion on Warrant Article #3 the HFT Bargaining Agreement. Yes, Ma'am.

Reven: I am in support of this Warrant Article. Speaking to the teachers at Alvirne obviously I have contact with them. They work tirelessly. And to try to go back to a previous comment where they asked if they were purchasing things on their own. These people do purchase things on their own. My significant other I think owns stock in Amazon. They built their program. It's not budgeted quite properly yet because it keeps growing and so they're supplementing not because anyone told them to but because they've chosen to build their program and make it what they really want. That's dedication. There's a lot of dedication that I'm seeing at the high school level. The teachers are there late. They're with those kids. They are that one person that those kids can speak to when they need someone and they can't reach out to anyone else. There's a lot of that right now and as for the retention teachers we have a lot of young teachers at Alvirne a lot of young teachers and they're not going to stay if there's more money somewhere else. So we need to be competitive with that. So I fully support this. Thank you.

Moderator: Thank you. Further discussion. Yes, Sir.

Wilder: I've been a resident of Hudson for over 30 years so I'm a taxpayer. I'm a parent of kids that went through Alvirne School and I have the honor of being a teacher at Alvirne. I'm teaching math. So all these numbers today was real exciting. I love numbers. Please excuse my voice. I'm just getting over a cold so it's a little hoarse. I love this town. I love teaching here. My kids have been so blessed with some of the teachers they have had. They have made a huge difference. And this Article is not just about getting a pay raise. Teachers do not go into this profession for a pay raise and it is a profession. It's not a job. It is a commitment. The connection we make with these students is incredible. You're the parents these are your kids but all the teachers we call them my kids. They're our kids. We are very invested. I know the last speaker mentioned the new teachers. We want to improve test scores. No one want to improve test scores outside of the parents than the teachers. We are always looking to get better. How can we do that. We can attract new teachers. We get some young teachers coming in. They have new ideas. They're excited. We don't want to lose them to a Londonderry or a Windham. We have experienced teachers. Anyone who's done any job you can not put a price on experience and the connections they have within this town. I am like I said a taxpayer. I'm financially conservative like a lot of people in this town. We don't just throw money at stuff. We look at things that we vote on and we see what's important and we put our money towards that. If the Police Department needs a new police car we support the Police Department for the services they do for this town. Fire Station we needed that and we're asking the same thing with teachers. It's just another investment because I care about the kids in this town. I want teachers to come in and love Hudson like I do. I want them to stay here. We don't lose teachers because they don't like working here. They don't like the students, They don't like the parents. The parents have been awesome. Anytime I have had to talk to a parent they have just been great. And I want teachers to feel that way and not to leave just because of money because they need to raise a family. Because hen teachers come here and they stay here they love it and they don't leave because they don't like it. They leave because they get a better offer so they can support their family. And I think that's what this is going to do keep those new teachers here. Keep the veteran teachers here to support and invest in this town. And that's what to me this is all about. It's not just a pay raise it's investing in this town. And Hudson taxpayers we have always done that. We have seen what's important and things that maybe we can wait on they don't pass and I respect that because I haven't always voted for everything but I think this is really important not just for our teachers but for our kids. We are always talking about what's important for our kids. II think this is important for our kids. Thank you for the time.

Moderator: Thank you. Further discussion on Warrant Article #3 The Collective Bargaining Agreement Contract Between the Hudson School Board and the Hudson Federation of Teachers. Any further discussion. Seeing none. **We will close the discussion on Warrant Article #3. It move to the ballot.**

Moderator: (reading Warrant Article #4 - with slide on screen)

WARRANT ARTICLE 4 Fire Alarm Panel Replacement at Hudson Memorial School
Shall the Hudson School District vote to raise and appropriate a sum of up to $75,000 to replace the fire alarm panel at Hudson Memorial School? This sum is to come from the June 30 fund balance available for transfer on July 1 with no amount to be raised by additional taxation. This is a special warrant article.
Estimated tax rate impact: $.00 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 9-0

Moderator: (continuing) And **I'll recognize School Board Member Beals to present Warrant Article#4.**

School Board Member Beals: Thank you. The current Fire Alarm Panel at Hudson Memorial School is 23 years in age. The replacement components are scarce or obsolete and they're no longer manufactured. So it's difficult to work on and repair the panel in the system. The intended scope of this project includes the replacement of the existing fire panel so the motherboard if you will, adding a remote enunciator and adding an additional power supply. There will placing additional components throughout the building that will also be replaced 42 pull stations, 121 self-testing smoke detectors, 4 self-heating detectors, and 9 duct detectors. The project is anticipated to be completed during the summer months if this Warrant Article is approved by voters.

Moderator: Thank you. **I'll now open Warrant Article #4 Fire Alarm Panel Replacement at Hudson Memorial School for questions, comments, amendments**. Anyone wish to speak to that. Article 4. Seeing none. **We will close the discussion on Warrant Article #4 and it moves to the ballot**.

Moderator: (reading Warrant Article #5 - with slide on screen)

WARRANT ARTICLE 5 Installation of Additional Emergency Alert Beacons
Shall the Hudson School District vote to raise and appropriate a sum up to $63,800 to add additional emergency alert beacons throughout the district? The sum to come from the June 30 fund balance available for transfer on July 1 with no amount to be raised by additional taxation. This is a special warrant.
Estimated tax rate impact: $.00 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 9-0

Moderator: (continuing) And **School Board Member Beals to present Warrant Article #5**.

Beals: Thank you. This project would include additional security beacons throughout the District including adding interior blur alert beacons in areas with higher noise levels such as gymnasiums, cafeterias and music rooms which will make alerts easier to detect within those spaces. Additional exterior beacons will also be installed in outside of the CTE wing along with the CTE office area and around the farm. There will be some additional upgrades to the alarm

system for Alvirne and the CTE which will include intrusion detectors for the guidance offices, student services, the CTE office and the Barnyard Cafe. Thank you.

Moderator: Thank you. **We will now open questions, comments, amendments on Warrant Article #5.** Yes, Mr. Trost.

Trost: Thank you. Can you tell us how many additional emergency alert beacons there will be and what kind of alert beacons alert people to.

Moderator: Mr. Beals will yield.

Beals: I'll answer the second half of it then I'll turn it over to the Superintendent. These are typically security emergency. So recently all of the schools have me outfitted with the blue beacon system so if there is some type of security issue that would be alarmed so in theory if you were trying as a staff member was going in between buildings you would see an emergency alert beacon that had been activated and you would know that campus is in some type of secure lockdown or any one of the security procedures. I'll turn it over to the Superintendent for the amount of beacons that will be installed.

Moderator: Superintendent Moulis.

Dr.Moulis: I may also call up Mr. Pratte who is our Director of Facilities. So a portion of that is in the Power Point slide.There are several additional exterior alert beacons to be installed outside in certain areas but Mr. Pratt if I could have you come forward. There is going to be some additional as mentioned it will be in those large school common areas. So if I could Mr. Pratt come and speak to some of those other additional ones. I know there's at least seven but there will be some additional ones that will be added to the gymnasiums, cafeterias and music room areas.

Moderator: Thank you. Mr. Pratt our Facilities Director.

Facilities Director John Pratt: Sorry it took me a few seconds. I had to count them all up. There's going to be 38 total blue beacons added throughout the District. Does that answer your question.

Moderator: Thank you. Further discussion Warrant Article #5. Yes, Sir.

Tranfaglia: Just a clarification. The beacons will glow blue did you say or like a blue flash. Will they also be audible. Make a noise. Flashing and make a noise.

Moderator: Mr. Pratt will yield.

Pratt: So in the case of an incident we have panic buttons in offices and throughout the building. So if something happens they push the panic button. They do flash but they do not make a noise.

Tranfaglia: So there's no audible alarm.

Pratt: There is no audible alarm. But what it does as soon as they're activated it calls the dispatch immediately so the police are notified.

Tranfaglia: I bring this up in the event someone has a disability that they may not hear or see. I don't know what that might how that affects the you know people who would. They might be by themselves and they may not know what's going on. That the only reason I bring that up. Thank you.

Moderator: Thank you. Further discussion. Mr. Trost second time.

Trost: So I bring up this question. Can you combine Article 4 and Article 5. It seems to me that all of these things are boxes that flash lights or makes a noise all have a central control system and all have activators and are probably installed by the same companies. Has there been any consideration to combine these or I have to think in 2025 there's probably a single system that does both. It that a possibility or am I just in search of a great idea that I can make a lot of money off of.

Pratt: Actually in this particular case both of these Warrant Articles the quotes that were provided were from the same company that provides fire alarm and safety components.

Moderator: Thank you. Any further discussion on Warrant Article 5 the Installation of Additional Emergency Alert Beacons. Seeing none. **We will close the discussion on Warrant Article 5 and it moves to the ballot.**

Moderator: (reading Warrant Article #6 - with slide on screen)

WARRANT ARTICLE 6 Science Labs at Hudson Memorial School

Shall the Hudson School District vote to raise and appropriate a sum up to $225,000 to upgrade two Science Classrooms/Labs at Hudson Memorial School? The sum to come from the June 30 fund balance available for transfer on July 1 with no amount to be raised by additional taxation. This is a special warrant article.

Estimated tax rate impact: $.00 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 9-0

Moderator: (continuing) And **I'll recognize Ms. Dionne the Chairperson to present Warrant Article 6**.

Chair Dionne: Thank you. Next slide. There are eight science labs at Hudson Memorial School at the onset and as you many of you may be aware the District plan has been to update those labs two per year over a period of four years. Two of those labs were renovated in 2023 after the warrant article was approved on March of 2023. Two more labs were updated in the Fall of 2024 following the approval of that warrant article last March. The purpose of this Warrant Article is to update the next two labs as part of phase three of this four year-project. The need for the this lab renovation is because some of the labs in the building date back to the original building from the 1060's while others were updated during the renovations during the 1980's. The reason to update only two per year is two-fold. One so they can be completed in a timely manner should there be any issues with the supply chain issues and also to be fiscally prudent. There are several updates anticipated as part of this renovation as have been for the last two years including the removal of old gas lines making the labs ADA compliant for students and teachers, updating the learning spaces, adding better storage for equipment and supplies, increasing spaces in the classroom. Next slide please. So this slide actually shows two of the labs recently renovated when that warrant article was approved last year. The two spaces that are next to be updated have much more basic lab tables. So this actually shows what the next two classrooms will look like in the end. Again as part of three of this project. Both of the

classroom included in this Warrant Article will significantly benefit from the update to the layout in the learning spaces that I mentioned. Updates to that storage. There'll be an increase in the whiteboard instructional spaces to enhance the learning experience for students and again making those spaces ADA compliant for staff and students.

Moderator: Thank you. **We will now open Warrant Article 6 the Science Labs at memorial to questions, comments, amendments.** Yes,Sir. Mr. Trost.

Trost: I think this is a great idea and I'm sure it's necessary but it seems like we have been doing two of these every year for as long as I can remember, Are we close to the end of these or is this going to be a cycle when we get to the last one we're going to do the first ones again.

Moderator: Question of the Board. Ms. Dionne.

Dionne: No so again this is the third in a four-year project. So there were eight labs and so 2023-2024 were phase three of the sixth classrooms now and then there be one more. renovation warrant article likely in the future but there are eight lab spaces at Hudson Memorial So this is phase three of that four-year plan.

Moderator: Thank you. Further discussion Warrant Article #6. Seeing none. **We will close discussion of Warrant Article #6. It moves to the ballot**.

Moderator: (reading Warrant Article #7 - with slide on screen)

WARRANT ARTICLE 7 Increasing Funds in the Capital Reserve School Renovation Fund
Shall the Hudson School District vote to raise and appropriate a sum up to $150,000 to be added to Capital Reserve School Renovation Fund established in September 1999? This sum is to come from the June 30 fund balance available for transfer July 1 with no amount to be raised by additional taxation.
Estimated tax rate impact: $.00 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 9-0

Moderator: (continuing) **I recognize School Board Member Gasdia to present Warrant Article 7.**

Gasdia: Thank you Mr. Moderator. The Capital Reserve School Renovation Fund was established in 1999 to cover our financial liability for any renovations needed in our buildings. As of December 31 2024 the balance in that fund is $520,281.88. Some history on the use of the fund recently from that account. In 1918 this fund was used for the replacement of a roof at Alvirne in the amount of $157,076 as approved by the voters in March 2017. It was also used in 2017 to replace a portion of the roof over the CTE Center in the amount of $150,000 as approved by the voters on March 2016. In 2015 this fund was used to install an elevator at Alvirne in the amount of $299,750 as approved by the voters in March 2014. And most recently this fund was used to replace the roof at the Doctor H.O.Smith Elementary School following the approval of the warrant article in March 2024.

Moderator: Thank you. **Now open Article 7 the School Renovation Capital Reserve Fund to questions, comments, amendments**. Seeing none. **We will close the discussion on Article 7 and it moves to the ballot as is**.

Moderator: (reading Warrant Article #8 - slide on screen)

WARRANT ARTICLE 8 Increasing Funds in the Alvirne Farm Capital Reserve Fund
Shall the Hudson School District vote to raise and appropriate a sum up to $150,000 to be added to the Alvirne Farm Capital Reserve Fund approved by voters in March 2024 and established in August 2024? This sum is to come from the June 30 fund balance available for transfer July 1 with no amount to be raised by additional taxation.
Estimated tax rate impact: $.00 Recommended by the Hudson School Board 5-0
Recommended by the Budget Committee 8-1

Moderator: (continuing) And **I'll recognize Mr. Campbell of the School Board to present Article 8**.

Campbell: The Alvirne Farm Capital Reserve Fund was initially approved by voters in March of 2024 with the transfer of funds being made to the trustees to set up this new capital reserve account in August of 2024. This fund was initially setup following a recommendation by the Alvirne Trustees to the School Board to establish a fund to support the maintenance and improvements of the Alvirne Farm's buildings and grounds. This fund is designed to be a resource to support the future needs of the farm. Earlier this year Principal Beals and Emery came to the School Board and presented their future plan for the farm. I don't have the exact date of that meeting but if you want to email one of us we can send you all the slides. Earlier this year $100,000 was taken out to start work on a machine shed that will be worked on later this year, And thank you for your consideration.

Moderator: Thank you. Anyone wish to discuss. **Opening the Article 8 to discussion, comments or amendments.** The Alvirne Farm Capital Reserve Fund. Anyone wish to discuss that. Seeing None. **We will close the discussion on Warrant Article 8. It moves to the ballot. Ladies and Gentlemen that completes the Warrant for today.**

Moderator: (continuing**)** I have a couple of things to remind you of. On the back of the agenda today. Voting is March 11 and Ward 1 is listed as the Community Center. Ward 1 will vote in the Memorial School. Ward 2 at Alvirne High School. When you make a change sometimes you cut and paste and you end up with stuff that's old. So please we will make sure it gets out there on the website and everything but Ward 1 for Town and School will be Memorial School. Ward 2 will be Alvirne High School. I want to remind everyone that March 11 is voting Day for the Town and School. And there will be the Candidates Night by the Hudson Women's Club on the 20th. of February. All candidates should respond to whatever email they send out and everyone could get a chance to see them and hear about them especially we have some new faces. So let's look at that.

8. **ADJOURNMENT**
Moderator: (announcing) At this time we will we need a motion to adjourn. Ms. Rice adjourns. Mr. Jasper seconds. It's the only voice vote I'm going to take. All in favor of adjourning please say aye. Those opposed. **The ayes have it**.

MOTION: TO ADJOURN
MADE BY: KIM RICE; SECONDED BY: SHAWN JASPER
VOICE VOTE: PASSED

We are adjourned at 11:22[am]

Minutes transcribed by: Diane Cannava, School District Clerk